

2012 ANNUAL EEO PUBLIC FILE REPORT

Period Covered ("Period"): December 1, 2011 through November 30, 2012

Station comprising the reporting Station Employment Unit:

KUSD TV; KBHE-TV; KCSD-TV; KDSD-TV; KESD-TV; KPSD-TV; KQSD-TV; KTSD-TV; KZSD-TV;
KUSD(FM); KBHE-FM; KDSD-FM; KESD(FM); KPSD-FM; KQSD-FM; KTSD-FM; KZSD-FM;
KYSD(FM); KJSD(FM)

I. Full-time vacancies filled during period

- | | |
|---|---------------------------------------|
| 1. Job Title: Sr Communications Maintenance Tech | Date Filled: December 9, 2011 |
| 2. Job Title: Radio Broadcast Specialist | Date Filled: February 27, 2012 |
| 3. Job Title: Sr Computer Support Specialist | Date Filled: February 29, 2012 |
| 4. Job Title: Radio Broadcast Specialist | Date Filled: March 5, 2012 |
| 5. Job Title: Radio Broadcast Specialist | Date Filled: May 7, 2012 |
| 6. Job Title: Videographer/Editor | Date Filled: May 9, 2012 |
| 7. Job Title: Associate Producer | Date Filled: July 9, 2012 |
| 8. Job Title: Sr Communications Maintenance Tech | Date Filled: July 16, 2012 |

II. Each recruitment or referral source ("source") used to seek candidates for each vacancy

- I. Job Title (from Section I above): **Sr Communications Maintenance Tech** Date Filled: **December 9, 2011** Source: **Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Capitol Journal, Rapid City Journal, Sioux Falls Argus Leader, Chamberlain Sun and in a statewide ad with South Dakota Newspaper Association. Hiree was referred from the internet. All State job announcements are sent to the following list:**

Name	Email
Osborn, Rebecca	rebecca.osborn@state.sd.us
Olson, Deb	deb.olson@state.sd.us
Laurenz, Peggy	peggy.laurenz@state.sd.us
Hauck, Kristie	Kristie.Hauck@state.sd.us
Shroyer, Cleo	cleo.shroyer@state.sd.us
Slama, Dawn	dawn.slama@state.sd.us
Stahl, Kim	kim.stahl@state.sd.us
Stewart, Gayla	gayla_stewart@corvel.com
Stiefel, Diana	diana.stiefel@state.sd.us

Stubbe Associates-Rapid City	stubbe@rushmore.com
Adams, Nicole	nicole.adams@state.sd.us
Binger, Tammy	tammy.binger@state.sd.us
Briggs, Mary	mary.briggs@state.sd.us
Young, Ashley	ashley.young@state.sd.us
Grassi, Beth	beth.grassi@state.sd.us
Olson, Priscilla	priscilla.olson@state.sd.us
Augustana	career@augie.edu
Axdahl, Lennis	lennis.axdahl@state.sd.us
BOA-SDFPA Box Elder	BoxELder@state.sd.us
Couser, Patrick (SDNG-MITCHELL)	patrick.couser@us.army.mil
Duncan, Pam (UNITED SIOUX TRIBE)	ustpam1@yahoo.com
Englund, Dawn	dawn.englund@state.sd.us
Erickson, Terry	terry.erickson@mail.und.nodak.edu
Gardner, Vanessa	vanessa.gardner@state.sd.us
Hansen, Rhonda (BOP-PS)	rhonda.hansen@state.sd.us
Kenzy, Kathleen	kathleen.kenzy@state.sd.us
Klein, Kimberly	kimberly.klein@state.sd.us
LeCompte, Lynn (CRST PERSONNEL)	lynnl@lakotanetwork.com
Lingle, Joni	joni@sdhda.org
Roberts, Lori	lori.roberts@state.sd.us
Rural Office/Community Service-Lake Andes	rocs@rocsinc.org
Towns, Terry	terry.towns@med.va.gov
Vander Maten, Lisa	lisa.vandermaten@state.sd.us
Watson, Karen (BOP)	karen.watson@state.sd.us
Zilberberg, Susan	susan.zilverberg@state.sd.us
Mammenga, Lisa	Lisa.Mammenga@ujs.state.sd.us
Brenda Block	brenda.block@state.sd.us
Pate, Michael	michael.pate@state.sd.us
Wiersma, Sara	sara.wiersma@state.sd.us
Bodenstedt, Holly	holly.bodenstedt@state.sd.us
Edison, Kirk	kirk.edison@state.sd.us
Gaulrapp, Deb	deb.gaulrapp@state.sd.us
McMahan, Bev	bev.mcmahan@state.sd.us
Hovden, Diane	diane.hovden@state.sd.us
Jones, Pam	pam.jones@state.sd.us
Kloucek, Mary Ann	mary.kloucek@state.sd.us
Lloyd, Terry	terry.lloyd@state.sd.us
Marsich, Scott	scott.marsich@state.sd.us
Parker, Nicole	nicole.parker@state.sd.us
Reecy, Sandra	sandra.reecy@state.sd.us
Tifft, Brent	brent.tifft@state.sd.us
Doll-Simon, Diane	Diane.Doll-Simon@state.sd.us
Farrell, Joyce	Joyce.Farrell@state.sd.us

Faulkner, Amber	Amber.Faulkner@state.sd.us
Fitzgerald, Jean	Jean.Fitzgerald@state.sd.us
Gully, Richard	Richard.Gully@state.sd.us
Franken, Brenda	Brenda.Franken@state.sd.us
Green, Billie	Billie.Green@state.sd.us
Hansen, Nick	Nick.Hansen@state.sd.us
Hanson, Connie	Connie.Hanson@state.sd.us
Hattervig, Deb	Deb.Hattervig@state.sd.us
Heyd, Deb	Deb.Heyd@state.sd.us
Jones, Jennifer	Jennifer.Jones@state.sd.us
Kutz, Penny	Penny.Kutz@state.sd.us
Popowski, Nancy	nancy.popowski@sdstate.edu
Career Services	career.services@dsu.edu
Nielson, Janelle	Janelle.Nielsen@dsu.edu
Alexander, Mary	Mary.Alexander@state.sd.us
Brehmer, Jacki	Jacki.Brehmer@state.sd.us
Coonrod, Lynn	Lynn.Coonrod@state.sd.us
Dahl, Marsha	Marsha.Dahl@state.sd.us
Dahr, Peggy	Peggy.Dahr@state.sd.us
Manley, Rita	Rita.Manley@state.sd.us
Matheny, Ann	Ann.Matheny@state.sd.us
McPherson, Shelly	Shelly.McPherson@state.sd.us
Medhaug, Jane	Jane.Medhaug@state.sd.us
Mertz, Marge	Marge.Mertz@state.sd.us
Meyer, Paula	Paula.Meyer@state.sd.us
Moeller, Debbie	Debbie.Moeller@state.sd.us
Mollenhoff, Julie	Julie.Mollenhoff@state.sd.us
Namken, Cathy	Cathy.Namken@state.sd.us
Nelson, Donna	Donna.Nelson@state.sd.us
Norrod, Bonnie	Bonnie.Norrod@state.sd.us
Schwarting, Clyde	Clyde.Schwarting@state.sd.us
Smith, Steve	steve.smith@state.sd.us
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Thielsen, Dan	dan.thielsen@state.sd.us
Wallum, Robin	robin.wallum@state.sd.us
Dobrenski, David	David.Dobrenski@bhsu.edu
Bastian, Kayla	kayla.bastian@sdbor.edu
Bostian, Susan	susan.bostian@northern.edu
Terry Lee	terry.lee@state.sd.us

2. Job Title (from Section I above): **Radio Broadcast Specialist** Date Filled: **February 27, 2012** Source: **All State Job Announcements** are sent to the list attached to Item 1 above, plus to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Sioux Falls Argus Leader and the Rapid City Journal. Hiree was referred from a current state employee.

3. Job Title (from Section I above): **Sr Computer Support Specialist** Date Filled: **February 29, 2012** Source: **All State Job Announcements are sent to the list attached to Item 1 above, plus to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Sioux Falls Argus Leader and the Sioux City Journal. Hiree was referred from the internet.**
4. Job Title (from Section I above): **Radio Broadcast Specialist** Date Filled: **March 5, 2012** Source: **All State Job Announcements are sent to the list attached to Item 1 above, plus to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. Hiree was referred from source not listed.**
5. Job Title (from Section I above): **Radio Broadcast Specialist** Date Filled: **May 7, 2012** Source: **All State Job Announcements are sent to the list attached to Item 1 above, plus to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. Hiree was referred from a current state employee.**
6. Job Title (from Section I above): **Videographer/Editor** Date Filled: **May 9, 2012** Source: **All State Job Announcements are sent to the list attached to Item 1 above, plus to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. Hiree was referred from a friend.**
7. Job Title (from Section I above): **Associate Producer** Date Filled: **July 9, 2012** Source: **All State Job Announcements are posted to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Sioux Falls Argus Leader and the Sioux City Journal. Hiree was referred from a newspaper.**
8. Job Title (from Section I above): **Senior Communications Maintenance Technician** Date Filled: **July 16, 2012** Source: **All State Job Announcements are posted to Bureau of Human Resources web site, Public Broadcasting web site, ProductionHub.com, and the Department of Labor (SDWORKS) web site. This position was also advertised in the Rapid City Journal. Hiree was referred from SDWORKS.**

III. Total number of persons interviewed for all full-time vacancies filled during period: 26

IV. Total number of interviewees for all full-time vacancies filled during period per source: 26

Source	Contact Person	Address	Tel. No.	Interviewees Referred (no.)
Internet	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	7
Job Fair	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	2
Current State Empl	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	1
Friend	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	3
SD WORKS	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	2
Newspaper	Bureau of Human Resources	500 East Capitol, Pierre	773-3148	4
Bureau of Human Resources		500 East Capitol, Pierre	773-3148	4
Did not indicate	N/A	N/A		3

V. Outreach Activities During Period:

Outreach Activity #1 (Internship Program)

SDPB participated in the State of South Dakota Executive Internship program during the reporting period. Intern positions were announced for the Summer, Spring and Fall intern seasons, and SDPB hired 6-7 interns for each season. These internships provide valuable work experience for college students who are interested in a career in SDPB. SDPB offers multiple internships in Radio and TV Production.

Outreach Activity #2 (Job Fairs)

South Dakota Public Broadcasting (SDPB) was represented by the State of South Dakota Recruiter at several Job Fairs during the period. Information concerning state employment and careers with State Government is provided at these events. A “Careers with South Dakota State Government” brochure (including a career with SDPB) is provided to participants seeking more information about employment.

Also, South Dakota Public Broadcasting had a separate booth at the USD Career & Graduate School Job Fair that was held at the USD Campus on October 25, 2012. This college job fair allows SDPB to advertise and showcase its opportunities to the USD student body as well as other local students and community members. The program managers at SDPB also network with the Mass Communications department at USD to develop relationships that will mutually benefit both entities. SDPB is located on the USD campus.